

Renegotiated Systemic Matrix (Effective April 1, 2006) Submitted October 2006)

1			2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (S) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
Systemic Factors	A	N/A						Projected:	Actual:	Projected:	Actual:
				35k. Continue DFCS participation with the Interagency Coordinating Council for Children and Youth (ICCCY) and the Interagency Systems of Care Council (ISCC) to address and improve mental health services to SFD (seriously emotionally disturbed) children and youth. ICCCY meets biannually and is comprised of the executive directors of all agencies who provide services to children and is mandated by state legislation. ISCC meets quarterly and is comprised of middle managers from each of the mandated ICCCY agencies. ISCC develops priorities and strategy plans for ICCCY approval regarding coordination and collaboration among the agencies.	DFCS Division Director Placement Unit Director	35k.1 Continue to attend all ICCCY biannual meetings to have input into priorities and strategies to improve coordination among agencies. 35k.2 Actively participate in quarterly ISCC meetings with middle managers from other agencies to develop priorities and strategies to submit to ICCCY for improved coordination and collaborative efforts among the agencies.	35k.1 Meeting agenda and materials 35k.2 Meeting agenda and materials.	35k.1 Biannual August 2006 December 2006 2007 Dates = TBD 2008 Dates = TBD 35k.2 Quarterly – November 2005 February 2006 and on-going	35k.1 35k.2 November 2005 February 2006		

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Systemic Factors	A	N/A						Projected:	Actual:	Projected:	Actual:
				35L Conduct a needs assessment in Harrison, Hancock and Jackson counties.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	35L.1 Request assistance of appropriate NCWRCs to assist with needs assessment 35L.2 Conduct initial planning meeting with NCWRCs. 35L.3 Utilize MACWIS Reports to review data and compare to area and state prior to Hurricane Katrina. 35L.4 Utilize the T/A of the NCWROCI, NCWRCCPP, and the NCRC on Data and Technology in conjunction with the Mississippi Children's Home Society to conduct a stakeholders meeting of both internal and external stakeholders to evaluate the current status of the affected coastal counties. 35L.5 Develop a formalized needs assessment.	35L.1 Request and confirmation from NCWRC. 35L.2 Agenda and minutes of Meeting. 35L.3 Comparison Report 35L.4 List of stakeholders, meeting agenda, and minutes of meeting. 35L.5 Needs Assessment	35L.1 March 2006 35L.2 April 2006 35L.3 May 2006 35L.4 June 2006 35L.5 July 2006	35L.1 35L.2 35L.3 35L.4 35L.5		

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Systemic Factors	A	N/A						Projected:	Actual:	Projected:	Actual:
				35m. Development of a Coastal Recovery Plan.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	35m.1 Recommendations for a Coastal Recovery Plan submitted by the National Child Resource Center. 35m.2 Determine available resources and assess those needed to address the identified needs. 35m.3 Develop Coastal Recovery Plan and distribute in-house for review. 35m.4 Begin implementation of the Coastal Recovery Plan.	35m.1 Recommendations 35m.2 Report identifying available resources. 35m.3 Distribution List and Memorandum 35m.4 Coastal Recovery Plan	35m.1 September 2006 35m.2 October 2006 35m.3 December 2006 35m.4 January 2007	35m.1 35m.2 35m.3 35m.4		
				35o. Hancock County will assess current community resources to assist in identifying areas of concern and the programs available for families at risk.	Director of Field Operations	35o.1 Identify programs and community resources that are operating and providing services. 35o.2 Coordinate meeting to review existing services available for families.	35o.1 List of operating programs and community resources. 35o.2 Agenda/meeting minutes/notes	35o.1 June 2006 35o.2 July 2006	35o.1 35o.2		

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Systemic Factors	A	N/A						Projected:	Actual:	Projected:	Actual:
						350.3 Partner with Coastal community resources to explore alternative solutions for safety concerns, such as schools and/or after school programs purchasing washers/dryers to wash clothes in lieu of reporting children who are living in FEMA trailers who appear to be unkempt or dirty.	350.3 List of alternative solutions.	350.3 September 2006	350.3		
Item 36: Accessibility of services across all jurisdictions	X			Please Reference System Factor Service Array, Item 35 above.							
Item 37: Ability to individualize services to meet unique needs	X			Please Reference System Factor Service Array, Item 35 above.							
Systemic Factor: Agency Responsiveness to the community		X	In Substantial Conformity								
Systemic Factor: Foster and Adoptive Parent Licensing, Recruitment and Retention		X	In Substantial Conformity								

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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	A	N/A						Projected:	Actual:	Projected:	Actual:
S1: Children are, first and foremost, protected from abuse and neglect CFSR Finding: 84.4% Substantially Achieved	X										
Item 1: Timeliness of initiating investigations of reports of child maltreatment	X		Item 1 Goal: Increase the statewide percentage of intake investigations initiated within 24 hours from 67.9% to 71.99%. Data Source: Baseline was established based on two quarters July- December 2004 MACWIS "Child Investigation Timeliness Report - Statewide Summary"		Item 1 Goal Lead: Bureau Director of MACWIS, PIP and Special Projects	Item 1 Goal Benchmark: Increase the statewide percentage of intake investigations initiated within 24 hours Statewide from Baseline 67.9% to 69.99%. Data Source: Baseline established using two quarters (July-December 2004) MACWIS "Child Investigation Timeliness Report - Statewide Summary"	Item 1 Goal Method of Measuring: Method of measuring progress will be the on-going distribution and monitoring of the "Child Investigation Timeliness Report" from MACWIS: 1) Monitor reports at all levels, SO, Regional, ASWS, & caseworker levels. 2) ASWS will report monthly progress with caseworkers on investigations to RD's, 3) RD's will report to SO quarterly on improvements of investigations, and 4) SO will track changes in the data monthly and regional reports quarterly and compile results for report to ACF RO quarterly.	March 2007		March 2008	
				1a. Utilize technical assistance from the NCWRCCPS to provide recommendations for improvement to policy and practice for intake, screening, and investigation response.	Deputy Director of MACWIS, PIP Protection Unit Director/Practice Lead Policy Lead	1a. 1 Request TA through ACF RO and coordinate TA with NRC (Deputy Director)	1a.1 ACF RO written approval and confirmation from NRC	1a.1 January 2005	1a.1 January 2005		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						1a.2 Initiate conference calls and develop plan for TA (Deputy Director)	1a.2 TA Plan	1a.2 March 2005	1a.2 January 2005		
						1a.3 Initiate on-site training and technical assistance at the CWTI Annual Conference (Protection Unit Director and Training Program Director)	1a.3 CWTI Conference Agenda TA Report from NRC	1a.3 February 2005	1a.3		
						1a.4 Incorporate NRC and Policy and Practice Workgroup recommendations into policy and practice changes for intake, screening, and investigation response. (Placement Unit Director/Policy Lead and Protection Unit Director/Practice Lead)	1a.4 Revised Policy Concise Practice Guides and related Training Curricula	1a.4 September 2006 November 2006	1a.4		
						1a.5 Implement recommendations from NRC and Policy and Practice Workgroup as part of statewide training and release practice guides. (Training Program Director)	1a.5 Training curricula Trained statewide and practice guides released Training Evaluation Report	1a.5 December 2006 July 2007	1a.5		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				1c. Develop and implement a system for RAP	DFCS Division Director DFCS Deputy Director of MACWIS PIP Coordinator Regional Directors	1c.1 Process developed including RAP practice guide and requirements. (SO PIP Consultant) 1c.2 Regional training and technical assistance on RAP Practice Guide to initiate county self assessment completed (PIP Coordinator and Regional Directors) 1c.3 County self assessments and workload surveys completed and submitted to RD for analysis and prioritizing. (ASWS, Regional Director, DFCS Division Director) 1c.4 Regional Strategic Planning Session completed and RAP approved by DFCS Division Director (PIP Coordinator and RD) 1c.5 Monitor RAP progress and submit progress report to SO (ASWS, RD)	1c.1 RAP Practice Guide 1c.2 Training records 1c.3 Regional Summary of Assessment and Workload Survey Results 1c.4 Approved RAP per region 1c.5 Quarterly RAP Program Improvement Progress Report	1c.1 Completed = May 2005 1c.2 Completed = February 2006 1c.3 County Assessments and Workload Surveys Sub. = June 2006 Reg. Summary = September 2006 November 2006 1c.4 January 2007 1c.5 First RAP Quarterly Report = May 2007 (covering the Jan-March Quarter)	1c.1 May 2005 1c.2 February 2006 1c.3 July 2006 1c.4 1c.5		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				1d. RAP will include action steps to improve the consistency of intake, screening, and timeliness of initiating investigations if determined to be an area needing improvement.	Regional Directors ASWS	1d.1 Based on the county self assessments develop a RAP to improve intake, screening, and timeliness of investigations if determined to be a safety priority. (ASWS and RD)	1d.1 Approved RAP per region	1d.1 Approval and implementation of RAP = January 2007	1d.1		
				1e. Utilize technical assistance from the NCWRFCPPPP to provide recommendations for policy and practice changes related to FCP, FTM, and CC to improve family engagement in decision-making, assessment and case planning.	Bureau Director of MACWIS, PIP and Special Projects Protection Unit Director (Practice Lead) Training Program Director Placement Unit Director (Policy Lead)	1e. 1 Request TA through ACF RO and coordinate TA with NRC (Bureau Director) 1e.2 Initiate conference calls and develop plan for TA (Bureau Director) 1e.3 Initiate on-site training and technical assistance at the CWTI Annual Conference (Protection Unit Director and Training Program Director) 1e.4 Incorporate NRC recommendations into policy and practice changes for FCP, FTM, and family-centered CC. (Policy Lead and Practice Lead)	1e.1 ACF RO written approval and confirmation from NRC 1e.2 TA Plan 1e.3 CWTI Conference Agenda TA Report from NRC 1e.4 Policy, Training Curricula and practice guides completed FCP, FTM, CC training completed and practice guides released	1e.1 January 2005 1e.2 March 2005 1e.3 February 2005 1e.4 July 2005 April 2006	1e.1 January 2005 1e.2 March 2005 1e.3 1e.4 August 2005 April 2006		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				1f. Provide statewide training and release the concise practice guide for FCP, FTM within 30 days and CC and implement.	Training Program Director	1f.1 Training Curricula, TOT materials, Concise Practice Guide developed. 1f.2 Trainers trained 1f.3 Training staff will partner with RD to drill down training to all ASWS and county social work staff per region. 1f.4 Contract with the University of Southern Mississippi to update Intensive training Curricula. 1f.5 Level I Intensive Training curricula updated/ revised to include FCP, FTM, CC.	1f.1 Curricula, TOT materials, Concise Practice Guide 1f.2 Training Records 1f.3 Training Records Evaluation Results 1f.4 Finalized Contract 1f.5 Revised Curricula	1f.1 Completed = July 2005 1f.2 Completed = December 2005 1f.3 Statewide Completed = April 2006 Evaluation Report = October 2006 1f.4 June 2006 1f.5 Intensive training curricula revised and updated = March 2007, and annually thereafter	1f.1 August 2005 1f.2 December 2005 1f.3 April 2006 1f.4 May 2006 1f.5		
				1g. Each region will include in the RAP, action steps to implement FTM practice standards and guidelines to comply with policy to engage family within 30 days to develop initial ISP.	Regional Directors ASWS	1g.1 Develop RAP to improve the practice of FTM. (RD and ASWS)	1g.1 Approved RAP per region	1g.1 Approval and implementation of RAP = January 2007	1g.1		

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				1h. Develop MACWIS Report based on "Family Team Meeting" narrative type to monitor the frequency of Family Team Meetings held within 30 days.	Bureau Director of MACWIS MACWIS Unit	1h.1 Develop MACWIS Report for ASWS and RD (MACWIS Unit)	1h.1 MACWIS Report	1h.1 July 2006	1h.1 June 2006		
				1i. Implement reporting system for the ASWS and RD to provide feedback about improvements on the timeliness of investigations and FTM based on MACWIS reports.	Bureau Director of MACWIS PIP Coordinator	1i.1 Develop ASWS Monthly and RD Quarterly Progress Improvement Reports. 1i.2 Train RD and ASWS on reporting. 1i.3 Implement reporting with implementation of RAP.	1i.1 Reporting forms and instructions 1i.2 Training records 1i.3 Monthly and Quarterly Progress Improvement Reports.	1i.1 Completed = May 2005 1i.2 Completed = February 2006 1i.3 Implement ASWS report = January 2007 and on-going RD Quarterly Report = May 2007 and on-going	1i.1 May 2005 1i.2 February 2006 1i.3		
				1j. Re-structure and implement the supervisory case review to include the assessment of practice on one in-home case per worker every 90 days.	Bureau Director of MACWIS, PIP Lead: Tracy Malone, Region I Supervisory Review Committee	1j.1 Narrative type added to MACWIS to include "Supervisory Administrative Review" 1j.2 Develop MACWIS report to pull case review data pertaining to "Supervisory Administrative Review" type report	1j.1 MACWIS Report and MACWIS Release Notes 1j.2 MACWIS Supervisory Report	1j.1 July 2005 1j.2 July 2006 June 2007	1j.1 May 2005 1j.2		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						1j.3 Supervisory Review Committee to revise MDHS – SS -408 Supervisory Administrative Review form to include in-home case information to be integrated into MACWIS	1j.3 Revised Supervisory Administrative Review form for both in-home and custody cases	1j.3 August 2005	1j.3 August 2005		
						1j.4 MACWIS System Requirements Document completed and shared with Supervisory Review Committee.	1j.4 MACWIS System Requirements Document	1j.4 August 2006 December 2006	1j.4		
						1j.5 Change tickler from ISP due at 3 month to supervisory administrative review tickler to be sent to ASWS at two months and RD if not completed at 3 months to monitor supervisory reviews.	1j.5 MACWIS Release note	1j.5 March 2007	1j.5		
						1j.6 MACWIS System Requirements Documents designed, developed and tested for implementation in MACWIS.	1j.6 MACWIS Work Plan	1j.6 October 2006 May 2007	1j.6		
						1j.7 Supervisory Administrative Review Concise Practice Guide Completed	1j.7 Practice Guide	1j.7 April 2007	1j.7		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						1j.8 Training provided to ASWS on Supervisory Case Review, Practice Guide & MACWIS. 1j.9 Release notes and concise practice guide posted on MACWIS website 1j.10 Supervisory Administrative Review deployed in MACWIS and implemented in practice. 1j.11 MACWIS report developed to pull case review data based on Supervisory Administrative Review.	1j.8 Training records 1j.9 MACWIS Release Notes and Practice Guide 1j.10 MACWIS Screen Shots 1j.11 MACWIS Supervisory Case Review Report	1j.8 May 2007 1j.9 May 2007 1j.10 June 2007 1j.11 First Quarterly Report = December 2007	1j.8 1j.9 1j.10 1j.11		
				1k. Improve collaboration with MS Band of Choctaws Social Services on coordination of protective service cases related to children of Choctaw families who are not covered or eligible for services through the MS Band of Choctaws or Choctaw Social Services.	DFCS Division Director Bureau Director of Support Regional Directors Area Social Work Supervisors	1k.1 Meeting Initiated between Regional Directors for Regions 3 and 4, and ASWS for Neshoba County and adjoining counties and Choctaw Social Services. 1k.2 Interagency agreement developed	1k.1 Agenda and Meeting Minutes 1k.2 Written Interagency Agreement	1k.1 July 2006 1k.2 Dev. = January 2007	1k.1 August 2006 1k.2 Dev. =		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				Per conference call on 3/28/06 with ACF, DFCS will work diligently to collaborate with the MS Band of Choctaw Social Services. However, if the MS Band of CSS is unwilling to collaborate with the DFCS, then DFCS will not be penalized.		1k.3 Submit written Interagency Agreement to Attorney General's Office for review and comments. 1k.4 Meeting with Choctaw Social Services to discuss any recommended revisions to the Interagency Agreement. 1k.5 Process developed for a periodic review of the Interagency Agreement.	1k.3 Interagency Agreement and Memorandum to AG's Office. 1k.4 Meeting agenda, minutes of meeting, and revised Interagency Agreement. 1k.5. Periodic review process	1k.3 February 2007 1k.4 April 2007 1k.5 May 2007	1k.3 1k.4 1k.5		
				11. Conduct a needs assessment in Harrison, Hancock and Jackson counties.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	11.1 Request assistance of appropriate NCWRCs to assist with needs assessment. 11.2 Conduct initial planning meeting with NCWRCs. 11.3 Utilize MACWIS Reports to review data and compare to area and state prior to Hurricane Katrina. 11.4	11.1 Request and confirmation from NCWRC. 11.2 Agenda and minutes of Meeting 11.3 Comparison Report 11.4	11.1 March 2006 11.2 April 2006 11.3 May 2006 11.4	11.1 March 2006 11.2 April 2006 11.3 May 2006 11.4		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						Utilize the T/A of the NCWROCI, NCWRCCPP, and the NCRC on Data and Technology in conjunction with the Mississippi Children's Home Society to conduct a stakeholders meeting of both internal and external stakeholders to evaluate the current status of the affected coastal counties.	List of stakeholders, meeting agenda, and minutes of meeting.	June 2006	May 2006		
						11.5 Develop a formalized needs assessment.	11.5 Needs Assessment	11.5 July 2006	11.5 July 2006		
				1m Development of a Coastal Recovery Plan.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	1m.1 Recommendations for a Coastal Recover Plan submitted by the National Child Resource Center. 1m.2 Determine available resources and assess those needed to address the identified needs. 1m.3 Develop Coastal Recovery Plan and distribute in-house for review. 1m.4 Begin implementation of the Coastal Recovery Plan.	1m.1 Recommendations 1m.2 Report identifying available resources. 1m.3 Distribution List and Memorandum 1m.4. Coastal Recovery Plan	1m.1 September 2006 1m.2 October 2006 1m.3 December 2006 1m.4 January 2007	1m.1 October 2006 1m.2 1m.3 1m.4		
				1n.	DFCS Division	1n.1	1n.1	1n.1	1n.1		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				Coordinate temporary workers to assist with post Katrina needs, including previous backlog of cases exacerbated by Hurricane Katrina.	Director Director of Field Operations	Advertise Request for Proposals (RFP) for service provider to assist with the hiring of temporary workers. 1n.2 Review submitted proposals 1n.3 Executions of proposals	RFP/Advertisement 1n.2 Evaluation 1n.3 Authorization memo	June 2006 1n.2 July 2006 1n.3 August 2006	April 2006 1n.2 July 2006 1n.3 August 2006		
				1o. Harrison County will reassess its current system for responding to/initiating reports of abuse/neglect within 24-hours.	Director of Field Operations Region 6 South Regional Director Harrison County ASWS	1o.1 ASWS will meet to develop an alternative system/process for improving response time for investigations. 1o.2 Alternative response time system will be evaluated/reviewed to determine effectiveness.	1o.1 Alternative system 1o.2 Evaluation Results	1o.1 May 2006 1o.2 December 2006	1o.1 July 2006 1o.2		
Item 2: Repeat maltreatment: Recurrence of Maltreatment		X	In compliance with Standard								
Incidence of Child abuse and/or neglect in Foster Care		X	In compliance with Standard								
Outcome S2: Children are safely maintained in their homes whenever possible and appropriate	X										

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CFSR Finding: 76.6% Substantially Achieved											
Item 3: Services to family to protect children in-home & prevent removal	X		Item 3 Goal: Ensure maximum benefits of in-home services for families and children receiving Family Preservation services to maintain children in their homes and prevent removal		Item 3 Goal Lead DFCS Division Director Deputy Director of Support Director of Field Operations	Item 3 Benchmark: Revise Family Preservation policy and procedures, identify service areas in state., and develop referral process and required forms	Item 3 Method of Measuring Improvement: Monitoring of Family Preservation Reports monthly; specifically referrals and active cases by County by Regional Directors and the Director of Field Operations.	March 2007		March 2008	
				3a. Maximize utilization of family preservation programs and services for families to protect children in-home and prevent removal when possible.	DFCS Division Director Director of Field Operations Deputy Director of Support RDs	3a.1 Develop a referral process to ensure appropriate families utilize services 3a.2 Incorporate Policy and Practice Workgroup recommendations into policy and practice changes for Family Preservation 3a.3 Director of Field Operations will review monthly provider reports with Bureau Director of Support and RD to monitor utilization of FP providers	3a.1 Referral process and form developed 3a.2 Revised Policy 3a.3 Monthly provider reports	3a.1 July-2006 January 2007 3a.2 June 2006 3a.3 November 2006 and ongoing	3a.1 3a.2 June 2006 3a.3		

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						3a.4 Provide feedback to RDs and ASWSs based on monthly monitoring of provider reports, including underutilization of provider services, lack of referrals, and insufficient caseloads	3a.4 Monthly reports to RD and ASWS	3a.4 November 2006 and ongoing	3a.4		
				3b. Provide Statewide training and release the concise practice guide for FCP, FTM within 30 days and CC to implement FCP changes.	Training Program Director	3b.1 Training Curricula, TOT materials, Concise Practice Guide developed.	3b.1 Curricula, TOT materials, Concise Practice Guide	3b.1 Completed = July 2005	3b.1 August 2005		
						3b.2 Trainers trained	3b.2 Training Records	3b.2 Completed = December 2005	3b.2 December 2005		
						3b.3 Training staff and RD partner to provide drill down training to all ASWS and county social work staff per region.	3b.3 Training Records Evaluation Results	3b.3 Statewide Completed = April 2006 Evaluation Report = October 2006	3b.3 April 2006		
						3b.4 Contract with University of Southern Mississippi to update intensive training curricula	3b.4 Finalized Contract	3b.4 June 2006	3b.4 May 2006		
						3b.5 Level I Intensive training curriculum updated/ revised to include FCP, FTM, CC.	3b.5 Revised Curricula	3b.5 Intensive training revised and updated annually = March 2007, and annually thereafter	3b.5		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
				3c. Re-structure and implement the supervisory case review to include the assessment of practice on one in-home case per worker every 90 days.	MACWIS Director PIP Coordinator Lead: Region I Regional Director Supervisory Review Committee	3c.1 Narrative type added to MACWIS to include "Supervisory Administrative Review" 3c.2 Develop MACWIS report to pull case review data pertaining to "Supervisory Administrative Review" type report 3c.3 Supervisory Review Committee to revise MDHS – SS -408 Supervisory Administrative Review form to include in-home case information to be integrated into MACWIS 3c.4 MACWIS System Requirements Document completed and shared with Supervisory Review Committee. 3c.5 Change tickler from ISP due at 3 month to supervisory administrative review tickler to be sent to ASWS at two months and RD if not completed at 3 months to monitor supervisory reviews.	3c.1 MACWIS Report and MACWIS Release Notes 3c.2 MACWIS Supervisory Report 3c.3 Revised Supervisory Administrative Review form for both in-home and custody cases 3c.4 MACWIS System Requirements Document 3c.5 MACWIS Release note	3c.1 July 2005 3c.2 July-2006 June 2007 3c.3 August 2005 3c.4 August 2006 December 2006 3c.5 March 2007	3c.1 May 2005 3c.2 3c.3 August 2005 3c.4 3c.5		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						3c.6 MACWIS System Requirements Documents designed, developed and tested for implementation in MACWIS.	3c.6 MACWIS Work Plan	3c.6 October 2006 May 2006	3c.6		
						3c.7 Supervisory Administrative Review Concise Practice Guide Completed	3c.7 Practice Guide	3c.7 April 2007	3c.7		
						3c.8 Training provided to ASWS on Supervisory Case Review, Practice Guide & MACWIS.	3c.8 Training records	3c.8 May 2007	3c.8		
						3c.9 Release notes and concise practice guide posted on MACWIS website	3c.9 MACWIS Release Notes and Practice Guide	3c.9 May 2007	3c.9		
						3c.10 Supervisory Administrative Review deployed in MACWIS and implemented in practice.	3c.10 MACWIS Screen Shots	3c.10 June 2007	3c.10		
						3c.11 MACWIS report developed to pull case review data based on Supervisory Administrative Review.	3c.11 MACWIS Supervisory Case Review Report	3c.11 First Quarterly Report = December 2007	3c.11		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				3d. RAPs will include action steps to improve the services to families to protect children in-home based on the county assessment and if determined to be an area needing improvement.	Regional Directors ASWS	3d.1 Based on the county self assessment develop a RAP to improve services to families to protect children in-home, if a safety priority. (ASWS and RD)	3d.1 Approved RAP	3d.1 Approval and implementation of RAP = January 2007	3d.1		
				3e. Conduct a needs assessment in Harrison, Hancock and Jackson counties.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	3e.1 Request assistance of appropriate NCWRCs to assist with needs assessment. 3e.2 Conduct initial planning meeting with NCWRCs. 3e.3 Utilize MACWIS Reports to review data and compare to area and state prior to Hurricane Katrina. 3e.4 Utilize the T/A of the NCWROCI, NCWRCCPP, and the NCRC on Data and Technology in conjunction with the Mississippi Children's Home Society to conduct a stakeholders meeting of both internal and external stakeholders to evaluate the current status of the affected coastal counties.	3e.1 Request and confirmation from NCWRC. 3e.2 Agenda and minutes of Meeting 3e.3 Comparison Report 3e.4 List of stakeholders, meeting agenda, and minutes of meeting.	3e.1 March 2006 3e.2 April 2006 3e.3 May 2006 3e.4 June 2006	3e.1 March 2006 3e.2 April 2006 3e.3 May 2006 3e.4 May 2006		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						3e.5 Develop a formalized needs assessment.	3e.5 Needs Assessment	3e.5 July 2006	3e.5 July 2006		
				3f. Development of a Coastal Recovery Plan.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	3f.1 Recommendations for a Coastal Recovery Plan submitted by the National Child Resource Center. 3f.2 Determine available resources and assess those needed to address the identified needs. 3f.3 Develop Coastal Recovery Plan and distribute in-house for review. 3f.4 Begin implementation of the Coastal Recovery Plan.	3f.1 Recommendations 3f.2 Report identifying available resources. 3f.3 Distribution List and Memorandum 3f.4 Coastal Recovery Plan	3f.1 September 2006 3f.2 October 2006 3f.3 December 2006 3f.4 January 2007	3f.1 October 2006 3f.2 3f.3 3f.4		
				3g. Hancock County will assess current community resources to assist in identifying areas of concern and the programs available for families at risk.	Director of Field Operations	3g.1 Identify programs and community resources that are operating and providing services. 3g.2 Coordinate meeting to review existing services available for families.	3g.1 List of operating programs and community resources. 3g.2 Agenda/meeting minutes/notes.	3g.1 June 2006 3g.2 July 2006	3g.1 June 2006 3g.2 October 2006		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						3g.3 Partner with Coastal community resources to explore alternate solutions for safety concerns, such as schools and/or after school programs purchasing washers/dryers to wash clothes in lieu of reporting children who are living in FEMA trailers who appear to be unkempt or dirty.	3g.3 List of alternative solutions.	3g.3 September 2006	3g.3 October 2006		
Item 4: Risk of harm	X		Item 4: Goal Reduce risk of harm for children and families by implementing a revised safety and risk assessment to support worker decisions related to risk status.		Item 4: Goal Lead Intake, Screening and Response Committee Lead: Maggie Mixon	Item 4 Benchmark: Complete the development of the safety and risk assessment tools, the safety and risk assessment practice guide, and the related training curricula.	Item 4 Method of Measuring Improvement: The method of measuring goal attainment is the completion of the statewide training on Safety & Risk Assessment. Evidence of the statewide training would be the Training Evaluation Report. The method of measuring progress for the benchmark goal would be the products including: 1) safety assessment, 2) revised risk assessment, 3) safety and risk assessment practice guide, and 4) the training curricula.	March 2007		March 2008	

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				4a. Utilize technical assistance from the NCWRCCPS and NCWRFCPPP to provide recommendations for improvement to safety and risk assessment policy, practice and assessment tools.	Deputy Director of MACWIS Protection Unit Director/Practice Lead Training Program Director Policy Lead	4a. 1 Incorporate NRC and Workgroup recommendations into policy and practice for safety and risk assessment. (Policy Lead and Practice Lead) 4a.2. Incorporate recommendations from NRC and Workgroup into MACWIS for safety and revisions to risk assessment. 4a.3 Implement recommendations from NRC and Workgroup as part of statewide training and release practice guides. (Training Program Director)	4a.1 Revised Policy Concise Practice Guide Training Curricula 4a.2 Release Notes and Screen Shots 4a.3 Training completed statewide and practice guides with policy released Training Evaluation Report	4a.1 September 2006 November 2006 4a.2 December 2006 4a.3 December 2006 Evaluation Report = July 2007	4a.1 4a.2 4a.3 Report =		
				4b. Develop and implement on-going specialized training in substance abuse, domestic violence, and mental illness to improve staff skills to identify and assess risk of harm.	Training Program Director Child Welfare Training Institute	4b. 1 CWTI will implement through regionally based universities locally accessible training sessions. (Training Program Director, CWTI) 4b.2 CWTI will conduct an evaluation per training & provide summary report to Training Unit. (Training Program Director, CWTI)	4b.1 Training and attendance records 4b.2 Evaluation Summary of trainings.	4b. 1 Training completed Statewide = June 2005 4b.2 Evaluation = July 2005	4b.1 June 2005 4b.2 Evaluation July 2005		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				4c. RAPs will include action steps to reduce the risk of harm based on the County Self Assessment and if determined to be a safety priority for improvement.	RD and ASWS	4c.1 Develop RAP based on County Self Assessment to improve services to reduce risk of harm if determined to be a safety priority. (ASWS and RD)	4c.1 Approved RAP	4c.1 Approval and implementation of RAP = January 2007	4c.1		
				4d. Utilize technical assistance from the NCWRFCPPP to provide recommendations for policy and practice changes related to FCP, FTM, and the family centered CC to improve family engagement in case planning.	Bureau Director of MACWIS, PIP Practice Lead/Protection Unit Director Training Program Director Policy Lead/Placement Unit Director	4d.1 Incorporate NRC recommendations into policy and practice changes for FCP, FTM, and family centered CC. (Policy Lead - Placement Unit Director; Practice Lead - Protection Unit Director) 4d.2 Implement practice and policy changes through statewide training on FCP, FTM and CC. (Training Program Director)	4d.1 Policy, Training Curricula and concise practice guides completed 4d.2 FCP, FTM, CC training completed and practice guides released	4d.1 July 2005 4d.2 April 2006	4d.1 August 2005 4d.2 April 2006		
				4e. Supervisory case review will be implemented to review both in-home and custody cases and will review cases with caseworkers to assess quality of practice in the areas of safety and risk assessments and FCP including FTM.	Region I Regional Director Supervisory Review Workgroup	4e.1 Implement supervisory case review and enter case review documentation into MACWIS.	4e.1 MACWIS Supervisory Case Review Report	4e.1 First Report Available = December 2007	4e.1		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				4f. Conduct a needs assessment in Harrison, Hancock and Jackson counties.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	4f.1 Request assistance of appropriate NCWRCs to assist with needs assessment. 4f.2 Conduct initial planning meeting with NCWRCs. 4f.3 Utilize MACWIS Reports to review data and compare to area and state prior to Hurricane Katrina. 4f.4 Utilize the T/A of the NCWROCI, NCWRCCPP, and the NCRC on Data and Technology in conjunction with the Mississippi Children's Home Society to conduct a stakeholders meeting of both internal and external stakeholders to evaluate the current status of the affected coastal counties. 4f.5 Develop a formalized needs assessment.	4f.1 Request and confirmation from NCWRC. 4f.2 Agenda and minutes of Meeting 4f.3 Comparison Report 4f.4 List of stakeholders, meeting agenda, and minutes of meeting. 4f.5 Needs Assessment	4f.1 March 2006 4f.2 April 2006 4f.3 May 2006 4f.4 June 2006 4f.5 July 2006	4f.1 March 2006 4f.2 April 2006 4f.3 May 2006 4f.4 May 2006 4f.5 July 2006		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				4g. Development of a Coastal Recovery Plan.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	4g.1 Recommendations for a Coastal Recovery Plan submitted by the National Child Resource Center. 4g.2 Determine available resources and assess those needed to address the identified needs. 4g.3 Develop Coastal Recovery Plan and distribute in-house for review. 4g.4 Begin implementation of the Coastal Recovery Plan.	4g.1 Recommendations 4g.2 Report identifying available resources. 4g.3 Distribution List and Memorandum 4g.4 Coastal Recovery Plan	4g.1 September 2006 4g.2 October 2006 4g.3 December 2006 4g.4 January 2007	4g.1 October 2006 4g.2 4g.3 4g.4		
Outcome P1: Children have permanency and stability in their living situations CFSR Finding: Substantially Achieved in 36% of cases reviewed	X										
Item 5: Foster care Re-entries Statewide foster care re-entries data indicator		X	In Compliance with Standard								

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	A	N/A						Projected:	Actual:	Projected:	Actual:
Item 6: Stability of foster care placement	X		Item 6 Goal: Increase the statewide percentage of children in foster care 12 months or less who experience no more than 2 placement settings from 78.8% to 80.7%. Source: CFSR Data Profile FFY 2004		Item 6 Goal Lead: Deputy Director of MACWIS PIP Coordinator Administration Unit	Item 6 Benchmark: Increase the statewide percentage of children in foster care less than 12 months who experience no more than 2 placement settings from the baseline of 78.8% to 79.7%. Source: CFSR Data Profile FFY 2004	Item 6 Method of Measuring: The source for 78.8% baseline is MS's December 2004 CFSR Data Profile. The percentage of improvement for the goal was calculated using the sampling error of 1.90% as required by ACYF-CB-IM-01-07. The percentage for improvement for the benchmark is based on expected progress using the strategies in the PIP and the impact expected on the data.	March 2007		March 2008	
				6a. Ensure all children in custody have correct placement entries in MACWIS to improve the validity of data and reports to monitor placement stability.	RD ASWS	6a.1 All children in custody have a current placement entered in MACWIS	6a.1 MACWIS Missing Placement Report	6a.1 May 2005	6a.1 May 2005		
				6b Utilize T/TA from the Adopt US Kids to assist in the development and implementation of a targeted Statewide Recruitment and Retention Plan for foster and adoptive families and to train trainers (resource families paired with staff) on the "Answering the Call" curricula to improve the response to potential foster and adoptive parent inquiries.	Licensure Program Director Adoption Program Director	6b1 Request technical assistance from Adopt US Kids. (Deputy Director of MACWIS, PIP and Special Projects) 6b2 Licensure and adoption establish a committee to coordinate training and technical assistance with NRC. (Licensure and Adoption Program Directors)	6b1 T/TA approved by ACF RO 6b2 List of Group TA initiated	6b1 January 2005 6b2 February 2005	6b1 January 2005 6b2 February 2005		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						6b3 T/TA provided to develop Statewide Recruitment and Retention Plan. (Licensure and Adoption Program Directors)	6b3 Statewide Recruitment & Retention Plan	6b3 July 2005	6b3 June 2005		
						6b.4 Train the trainers for "Responding to the Call" pairing a resource parent with Licensure or Adoption Staff to provide training regionally	6b.4 Training Records	6b.4 Training completed = August 2006	6b.4 June 2006		
				6d. NCWRCFCPPP to assist Licensure and Adoption Unit with programmatic changes due to dual certification, single application and merger of staff roles.	Adoption Director Licensure Director	6d.1 T/TA to review and revise policy, procedures, and tools for single application and foster/adopt dual certification. 6d.2 Dual Licensure forms implemented into MACWIS – Inquiry Form, Dual Licensure Application, Dual Licensure Home Study and Trainer Letters	6d.1. Policy and Procedural Revisions 6d.2 MACWIS Release Notes and Screen Shots	6d.1 December 2006 6d.2 December 2007	6d.1 6d.2		
				6e. NCWRCSNA to assist with enhancing foster and adoptive parent training curricula to include foster and adoptive parents roles as team members.	Adoption Director Licensure Director	6e.1 T/TA to review and enhance PATHS curriculum based on dual certification and foster/adopt families role as team members with DFCS and working with birth families.	6e.1 Revised Curriculum	6e.1 August 2006	6e.1 September 2006		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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	A	N/A						Projected:	Actual:	Projected:	Actual:
				6f. RAPs will include action steps to recruit and retain foster/adoptive homes to improve placement stability if the county self assessment determines this to be an area needing improvement.	Regional Directors ASWS	6f.1 Develop RAP based on county self assessment to improve services to recruit and retain foster/adoptive homes if determined to be a permanency priority. (ASWS and RD)	6f.1 Approved RAPs	6f.1 Approval and implementation of RAPs = January 2007	6f.1		
				6g. Coordinate with IVE CWTI to develop and implement on-going training for foster and adoptive parents in specialized areas to improve foster and adoptive parent's capacity to handle children's behavior & prevent unplanned placement moves. See 34b	Training Program Director Adoption Program Director Licensure Program Director	6g.1 CWTI will implement through regionally based universities to provide locally accessible training sessions. 6g.2 CWTI will conduct training evaluations after each session and provide evaluation results to SO 6g.3 DFCS will conduct an annual statewide survey of Resource Families needs. 6g.4 A yearly calendar of resource trainings, based on the survey findings will be posted on the MACWIS web.	6g.1 Training and attendance records 6g.2 Evaluation summary of trainings 6g.3 Survey results 6g.4 MACWIS web screen shots	6g.1 Completed = June 2005 6g.2 Summary = July 2005 6g.3 April 2007, and annually thereafter 6g.4 August 2007	6g.1 June 2005 6g.2 July 2005 6g.3 6g.4		

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	A	N/A						Projected:	Actual:	Projected:	Actual:
						6g.5 Links to on-line resource families training sites on DHS website will be established.	6g.5 Screen shots	6g.5 April 2007	6g.5		
						6g.6 Seven regional quarterly support group meetings, with approved training hours will be offered.	6g.6 Agendas and training materials	6g.6 April 2007	6g.6		
						6g.7 Coordinate with private providers to offer additional trainings based on survey results, or regional support group requests.	6g.7 Training topics and schedule	6g.7 August 2007	6g.7		
						6g.8 Provide yearly conference training opportunities to resource parents selected as regional trainers.	6g.8 Agendas, training materials	6g.8 August 2007, and annually thereafter	6g.8		
				6h. Clarify regional procedures and criteria related to the RD review and approval for extensions beyond 45 days. See Statewide Information System, 24j.	DFCS Division Director and Regional Directors	6h.1 Regional Directors document procedures and criteria for approval for shelter extensions beyond 45 days and submit to DFCS Division Director for Senior Mgt. Meeting. 6h.2 Senior Management will agree on procedures and criteria for extension approvals.	6h.1 Documented Regional procedures and criteria for shelter extension request. 6h.2 Documented procedures and criteria for extension approvals.	6h.1 July 2005 6h.2 Document = September 2005	6h.1 July 2005 6h.2 July 2005		

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				6i. Track use of shelter placements and current policy compliance to reduce the inappropriate use of shelter placements and the length of stay in shelters.	Deputy Director of MACWIS, PIP and Special Projects RD	6i.1 Develop and implement MACWIS Shelter Report. (Administration Unit) 6i.2 RD and ASWS will monitor, track and review use of shelter placements and extensions monthly at staff meetings. (RD and ASWS)	6i.1 MACWIS Shelter Report 6i.2 Staff Meeting records Written regional procedures	6i.1 Dev. = March 2005 Imp. = May 2005 6i.2 Imp. = May 2005	6i.1 Dev. = March 2005 Imp. = May 2005 6i.2 May 2005		
				6j. Conduct a needs assessment in Harrison, Hancock and Jackson counties.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	6j.1 Request assistance of appropriate NCWRCs to assist with needs assessment. 6j.2 Conduct initial planning meeting with NCWRCs. 6j.3 Utilize MACWIS Reports to review data and compare to area and state prior to Hurricane Katrina.	6j.1 Request and confirmation from NCWRC. 6j.2 Agenda and minutes of Meeting 6j.3 Comparison Report	6j.1 March 2006 6j.2 April 2006 6j.3 May 2006	6j.1 March 2006 6j.2 April 2006 6j.3 May 2006		

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						6j.4 Utilize the T/A of the NCWROCI, NCWRCCPP, and the NCRC on Data and Technology in conjunction with the Mississippi Children's Home Society to conduct a stakeholders meeting of both internal and external stakeholders to evaluate the current status of the affected coastal counties.	6j.4 List of stakeholders, meeting agenda, and minutes of meeting.	6j.4 June 2006	6j.4 May 2006		
						6j.5 Develop a formalized needs assessment.	6j.5 Needs Assessment	6j.5 July 2006	6j.5 July 2006		
				6k. Development of a Coastal Recovery Plan.	DFCS Division Director Director of Field Operations Region 6 South Regional Director	6k.1 Recommendations for a Coastal Recovery Plan submitted by the National Child Resource Center.	6k.1 Recommendations	6k.1 September 2006	6k.1 October 2006		
						6k.2 Determine available resources and assess those needed to address the identified needs.	6k.2 Report identifying available resources.	6k.2 October 2006	6k.2		
						6k.3 Develop Coastal Recovery Plan and distribute in-house for review.	6k.3 Distribution List and Memorandum	6k.3 December 2006	6k.3		
						6k.4 Begin implementation of the Coastal Recovery Plan.	6k.4 Coastal Recovery Plan	6k.4 January 2007	6k.4		

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				6l. Develop a plan to address the unique resource needs for new children entering care in Harrison, Hancock and Jackson counties.	Director of Field Operations Region 6 South Regional Director Region 6 South ASWSs	6l.1 Convene a workgroup to identify the unique needs of the Coastal counties, and develop priorities to address the identified needs. 6l.2 Identify internal and external resources that can be engaged. 6l.3 Formalize plan to address the needs of children entering care, and implement plan.	6l.1 List of Workgroup members, the identified needs, and the priorities. 6l.2 Identified resources. 6l.3 Formalized Plan	6l.1 October 2006 6l.2 November 2006 6l.3 January 2007	6l.1 6l.2 6l.3		
				6m. DFCS staff will reassess the policy and procedures regarding the physical requirements for children placed in foster care.	Director of Field Operations Resource Families Workgroup	6m.1 DFCS staff will review relevant state and federal guidelines regarding the physical requirements for children in foster care. 6m.2 Recommendations will be made for alternate policies and/or requirements for Harrison, Hancock and Jackson counties for children in foster care, such as allowing young siblings to share a bedroom, and children of the same gender sharing a bedroom.	6m.1 State and Federal criteria. 6m.2 Proposed recommendations	6m.1 June 2006 November 2006 6m.2 July 2006	6m.1 6m.2 September 2006		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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	A	N/A						Projected:	Actual:	Projected:	Actual:
Item 7: Permanency Goal for Child	X		Item 7 Goal: Improve the percentage of children in foster care who have an appropriate permanency plan based on the case information. Source: Foster Care Case Review Revised Instrument		Item 7 Goal Lead: Foster Care Review Program Supervisor	Item 7 Benchmark: Improve the percentage of children in foster care who have an appropriate permanency plan based on the case information. Source: Foster Care Case Review Revised Instrument	Item 7 Method of Measuring: The Foster Care Case Review revised instrument will monitor the permanency plan for children in foster care. Using the revised FCR instrument, four quarters of data will be collected, beginning with the July-September 2005 quarter and ending with the April-June 2006 quarter. In July 2006 a baseline and percentage for improvement will be established for the benchmark and goal. This baseline and percentage will be negotiated with the ACF R O & the approved measures will be added to the PIP. The 3 Coastal Counties will be eliminated from the baseline and the performance data.	March 2007		March 2008	
				7a. Build a process in MACWIS to link the goals in the ISP directly to the task to improve the quality of the case plan.	Deputy Director of MACWIS, PIP and Special Projects	7a.1 MACWIS System Requirements Document Designed, Developed and Tested for implementation into MACWIS 7a.2 Training provided to field staff	7a.1 MACWIS Work Plan 7a.2 Training Schedule	7a.1 December 2006 7a.2 January 2007	7a.1 7a.2		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

1			2	3	4	5	6	7		8	
Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
						7a.3 MACWIS Release Notes and Concise Guide posted on the MACWIS Website	7a.3 MACWIS Release Notes and Concise Guide	7a.3 January 2007	7a.3		
						7a.4 Process deployed in MACWIS	7a.4 MACWIS screen shots	7a.4 December 2006	7a.4		
				7b. Provide training and concise practice guide on case planning that includes the practice of concurrent permanency planning	Training Program Director	7b.1 Develop curricula and the concise practice guide for case planning in coordination with technical assistance.	7b.1 Curricula and Practice Guide for case planning	7b.1 December 2006	7b.1		
						7b.2 Train the trainers on case planning curricula and guide.	7b.2 Training records	7b.2 Training = February 2007	7b.2		
						7b.3 Training staff with RD will train ASWS and county social worker staff per region.	7b.3 Regional Training attendance records and evaluation	7b.3 Training completed = April 2007	7b.3 Training		
								Evaluation = October 2007	Evaluation		
				7c. Enhance the CC (six month administrative periodic review) to be more family centered.	Foster Care Review Program Supervisor FCR/CC Committee	7c.1 Review and revise forms, procedures, and policy to be more consistent with family centered practice.	7c.1 Revised forms, procedures and policy	7c.1 July 2005	7c.1 July 2005		
						7c.2 Develop Practice Guide for CC for staff and families.	7c.2 County Conference Practice Guide for staff and CC Guidebook for families	7c.2 July 2005	7c.2 July 2005		
						7c.3 Implement changes in CC practice.	7c.3 FCR Program Quarterly Report	7c.3 Implemented October 2005	7c.3 October 2005		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
				7d. Include action steps in the RAP to insure timely permanency for children in foster care and to address local partnerships with the judicial system based on the County Self Assessment results and regional priorities for permanency.	Regional Directors, ASWS, County staff	7d.1 Develop the RAP to include strategies to improve timely permanency and if the County Self Assessment results determine a priority address local partnerships with the judicial system.	7d.1 Approved RAP	7d.1 Approval and implementation of RAP = January 2007	7d.1		
				7e. Identify Conferences and training opportunities for judges and court personnel for DFCS to provide presentations and training opportunities and to develop collaborative relationships.	CIP DFCS Division Director and Deputies	7e.1 Coordinate with CIP project to identify the five annual GAL seminar trainings, Prosecutor trainings, Youth Court and Referee trainings, the Trial Appellate Judges Conference for possible time on agendas for presentations, trainings and or to participate. 7e.2 Develop presentations and materials based on agenda and commitments. 7e.3 Utilize NRC for Legal and Judicial to assist with T/TA in developing presentations for judges and court personnel at conferences. 7e.4 Presentations delivered.	7e.1 Identified conference dates for year and presentations scheduled 7e.2 Presentation Abstracts or materials 7e.3 Presentation Abstracts or materials 7e.4 Conference or training agenda	7e.1 May 2006 7e.2 April 2006 7e.3 September 2006 7e.4 October 2006	7e.1 May 2006 7e.2 April 2006 7e.3 September 2006 7e.4		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
						7e.5 Continue strategy to coordinate and book future conference dates for presentations and trainings.	7e.5 Conference schedules and agendas	7e.5 Conference Dates to be determined and then on-going	7e.5		
				7f. Collaborate with CIP and AOC to distribute monthly reports for county youth court judges that will improve the consistency of periodic review of the status of each child.	DFCS Division Director Deputy of MACWIS Administration Unit	7f.1 Develop and implement Title IVE Permanency Hearing Report by County to provide to youth court judges to make them aware of need for Permanency Hearings. 7f.2 Copies of Permanency Hearing Reports sent directly to Youth Court Judges by DFCS SO. 7f.3 Quarterly meetings between DFCS and the Chief Justice will be held to address reports, court responses and other court & agency issues impacting timely permanency.	7f.1 Permanency Hearing Report 7f.2 Memorandum and Reports 7f.3 Agendas/ meeting notes	7f.1 Permanency Hearing Reports Developed and Implemented = June 2006 7f.2 Initiate process = June 2006 and then on-going monthly 7f.3 Initiate = May 2006 and then on-going quarterly thereafter	7f.1 June 2006 7f.2 June 2006 7f.3 May 2006		
				7g. Develop and submit articles related to child welfare practice for publications utilized by court personnel	DFCS Director Administration Unit	7g.1 Coordinate with AOC to prepare and submit articles for publication in the Quarterly Newsletter to the Judges.	7g.1 Articles submitted For Quarterly Newsletters	7g.1 July-2006 November 2006	7g.1		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

1 Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			2 Goal/ Negotiated measure/ Percent of Improvement	3 Action Steps	4 Assignment (person/Unit responsible)	5 Benchmarks Toward Achieving Goal	6 Method of Measuring Improvement	7 Benchmarks' Dates of Achievement		8 Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
						7g.2 Coordinate with the Young Lawyers Division, Child Advocacy Division to explore ways to submit articles for publication in the Bar Association Journal	7g. 2 Articles submitted Bar Association Journal	7g.2 July-2006 November 2006	7g.2		
				7h. Establish a State Level Task Force in collaboration with CIP to identify ways to address legislative issues impacting DFCS, AG's Office and the Courts.	DFCS Division Director Placement Unit Director, CIP	7h.1 State Level Task Force established and meetings initiated. 7h.2 Draft recommendations regarding possible legislative changes such as improvement to the Foster Care Review statutory process. 7h.3 Recommendations presented to Sr. Mgt. & community partners for input and revisions. 7h.4 Present recommendations to MDHS Executive Director for legislative action.	7h.1 List of members Minutes of meetings 7h.2 Written recommendations 7h.3 Revised recommendations 7h.4 Proposal for legislative changes	7h.1 July 2006 7h.2 July-2006 November 2006 7h. 3 September-2006 December 2006 7h.4 November 2006	7h.1 July 2006 7h.2 7h.3 7h.4		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
Item 8: Reunification, guardianship, or permanent placement with relatives.	X		Item 8 Goal: Increase the statewide percentage of children reunified with parents or caretakers within 12 months from entry into foster care from 66.3% to 68.7% Source: December 2004 CFSR Data Profile FFY 2004 Goal met per CB data for FY 2005 AB		Item 8 Goal Lead: Deputy Director of MACWIS, PIP and Special Projects Administration Unit	Item 8 Benchmark: Increase the statewide percentage of children reunified within 12 months from entry into foster care from the baseline of 65.1% to 66.3% Source: December 2004 CFSR Data Profile FFY 2004	Item 8 Method of Measuring: The source of the 65.1% baseline is December 2004 CFSR Data Profile. The percentage for improvement is based on the 2.42% sampling error as required by ACYF- CB-IM-01-07. The percentage of improvement for the benchmark is based on the strategies within the PIP and the expected impact on the data elements.	March 2007	December 2005	March 2008 December 2005	
				8a. Provide statewide training and release of practice guides on FCP, FTM and CC to implement practice changes.	DFCS Division Director Training Program Director Regional Directors	8a.1 FCP Training curricula and practice guide developed in coordination with NRC technical assistance and Policy and Practice Workgroup. (Training Program Director) 8a. 2 "Train the trainers" on FCP curricula and practice guide. (Training Program Director)	8a.1 FCP, FTM and CC training curricula and practice guide 8a.2 Training records	8a.1 Finalized = July 2005 8a.2 December 2005	8a.1 August 2005 8a.2 December 2005		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
						8a.3 Training staff and RD drill down the FCP training to all ASWS and county caseworkers per region. (Training Program Director and RD)	8a.3 Training records Statewide Training Evaluation Report	8a.3 April 2006 Evaluation Report = October 2006	8a.3 April 2006		
				8b. Enhance the CC (six month administrative review) to be more family-centered in practice.	Foster Care Review Program Supervisor FCR/CC Workgroup	8b.1 Review and revise forms, procedures, and policy to be more consistent with family centered practice. 8b.2 Develop Practice Guide for CC for staff and families. 8b.3 Implement changes in CC practice.	8b.1 Revised forms, procedures and policy 8b.2 County Conference Practice Guide for staff and CC Guidebook for families 8b.3 FCR Program Quarterly Report	8b.1 July 2005 8b.2 July 2005 8b.3 Implemented October 2005	8b.1 July 2005 8b.2 July 2005 8b.3 October 2005		
				8c. Provide training and concise practice guide on case planning that includes engaging families, timely and appropriate permanency goals and concurrent permanency planning	Training Program Director Policy and Practice Workgroup	8c.1 Develop curricula, concise practice guide for case planning including family engagement, timely and appropriate permanency goals and concurrent permanency planning in coordination with technical assistance and development of on-going training.	8c.1 Curricula, Concise Practice Guide	8c.1 December 2006	8c.1		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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Outcome or Systemic Factors and Item (s) contributing to Non-Conformity			Goal/ Negotiated measure/ Percent of Improvement	Action Steps	Assignment (person/Unit responsible)	Benchmarks Toward Achieving Goal	Method of Measuring Improvement	Benchmarks' Dates of Achievement		Goals of Achievement	
	A	N/A						Projected:	Actual:	Projected:	Actual:
						8c.2 "Train the trainers" on case planning curricula and guide. 8c.3 Training staff and RD partner to train ASWS and county social worker staff per region.	8c.2 Training records 8c.3 Regional Training attendance records and evaluation	8c.2 Training = February 2007 8c.3 Training completed = April 2007 Evaluation = October 2007	8c.2 8c.3		
				8d. Implement the revised FCCR instrument to assess practice related to relative placements, to identify barriers to achieving permanency plans timely, and to provide information to ASWS and caseworkers to improve practice.	Foster Care Review Program Supervisor	8d.1 Implement revised Foster Care Case Review instrument.	8d.1 Foster Care Review Program Quarterly Reports	8d.1 Implement = July 2005 First Quarterly Report = October 2005, and quarterly thereafter January 2006 April 2006 July 2006	8d.1 July 2005 October 2005 January 2006 April 2006 July 2006		
				8e. If reunification, guardianship, or permanent placement with relatives is identified through the county self assessment process as an area needing improvement, strategies will be developed and included in the RAP.	RD and ASWS	8e.1 Develop RAP to include action steps if reunification, guardianship or permanent placement with relatives is identified a permanency priority.	8e.1 Approved RAP	8e.1 Approved and Implemented = January 2007	8e.1		

Renegotiated Safety, Permanency and Well-Being Matrix (Effective April 1, 2006) Submitted October 2006

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	A	N/A						Projected:	Actual:	Projected:	Actual:
Item 9: Adoption	X		<p>Item 9 Goal: Increase the statewide percentage of children who exited care to a finalized adoption in less than 24 months from the time of last removal from home from 11.2% to 14.1%</p> <p>Source: December 2004 CFSR Data Profile FFY 2004</p> <p>Goal met per CB data FY 2005 AB</p>		<p>Item 9 Goal Lead: Deputy Director of MACWIS</p> <p>PIP Coordinator</p> <p>Administration Unit</p>	<p>Item 9 Benchmark: Increase the statewide percentage of children who exited care to a finalized adoption in less than 24 months from the time of last removal from home from 11.2% to 12.6%</p> <p>Source: December 2004 CFSR Data Profile FFY 2004</p>	<p>Item 9 Method: The source of the 11.2% baseline is MS's CFSR Data Profile from December 2004. The percentage of improvement for the goal was calculated using the sampling error of 2.90% as required by ACYF-CB-IM-01-07. The percentage of improvement for the baseline is the expected progress based on the strategies within the PIP and the expected impact on the data elements.</p>	March 2007 December 2005		March 2008 December 2005	
				9a. Utilize T/TA from the Adopt US Kids to assist in the development and implementation of a targeted Statewide Recruitment and Retention Plan for foster and adoptive families. Adopt US Kids will also train trainers (resource families paired with staff) on the "Answering the Call" curricula to improve the response to potential foster and adoptive parent inquiries.	<p>Licensure Program Director</p> <p>Adoption Program Director</p>	<p>9a.1 Request technical assistance from Adopt US Kids. (Deputy Director of MACWIS, PIP and Special Projects)</p> <p>9a.2 Licensure and adoption establish a committee to coordinate training and technical assistance with NRC. (Licensure and Adoption Program Directors)</p>	<p>9a.1 T/TA approved by ACF RO</p> <p>9a.2 List of Group TA initiated</p>	9a.1 January 2005	9a.1 January 2005		
								9a.2 February 2005	9a.2 February 2005		